

What you need to know about
**Sexual Orientation
Equality**



- NHS Stoke on Trent is committed to Equality and Human Rights; these are part of our core values.
- Sexual Orientation Equality offers protection of equality to Gay men, Lesbians and bisexuals. Transgender people are inclusive within this and within the Gender equality legislation.
- We aim to be an inclusive organisation where everyone has a fair opportunity to fulfil their potential and have an equal opportunity to access healthcare services and improve their health.
- We are committed to promoting equality of opportunity for people of any sexual orientation.
- In 2003 it became unlawful to discriminate on the grounds of sexual orientation.
- We have a legal responsibility to offer protection from harassment for all employees, students and service users of any sexual orientation.
- As a Trust we are proud to be a Stonewall Diversity Champion and strive to be an Employer of Choice for all employees and a commissioner and service provider of choice for the local community we serve.

Your rights

To an environment free from discrimination, harassment and victimisation whether receiving care, treatment and advice from any of the services provided within the Trust or whether you are working and/or training within the Trust.



Your responsibilities

- Not to discriminate against anyone because of their sexual orientation. This includes you as a service user, partner or employee of the Trust.
- Not to harass or victimise anyone because of their sexual orientation – this may include making homophobic remarks or jokes or offensive comments relating to a person’s sexuality. This includes you as a service user, partner or employee of the Trust.
- Report and challenge Hate Crime to the organisation directly through the processes in place (details at the back of this leaflet).
- Be familiar with the organisations policies and procedures regarding sexual orientation equality and reporting incidents and/or concerns (details at the back of this leaflet).
- As a member of staff, to attend training to keep up to date with relevant legislation and to promote equality in all activities.
- As a member of staff, work towards mainstreaming sexual orientation equality in all the relevant functions of the organisation.
- Within the Trust, whether a service user, partner or staff member be prepared to challenge discrimination and be willing to identify and challenge bias and stereotyping.

Sexual Orientation Equality at NHS Stoke on Trent

As an employer and service provider the trust is committed to challenging discrimination in any form.



Organisation Commitment for Sexual Orientation Equality

- Sustain public commitment to promote Sexual Orientation Equality.
- Ensure sustainable integration of the statutory duty in commissioning, planning and delivery of its services and within staff recruitment, retention and training and development.
- Build sustainable partnerships for consultation and engagement on sexual orientation equality with service users, public members, partner organisations and staff.
- Continue to involve and support staff and service users to promote and deliver cultural competence in everyday practice.
- Set up systemic approaches to equality data profiling.
- Build Sexual Orientation Equality into target setting and performance management systems.
- Set up systemic approaches to equality impact assess our functions, policies and services for the differential effects on the diverse community we serve.

Legal Background

- The Employment Equality (Sexual Orientation) Regulations 2003 aim to ensure privacy, respect and equality for all in employment, regardless of their sexual orientation.
- The Regulations make it unlawful to discriminate against workers because of their sexual orientation.
- It is also unlawful to discriminate in relation to vocational training, which in this legal context includes all students within the organisation.



- The legislation protects everyone – whether you are gay, lesbian, bisexual or heterosexual.
- It protects those who are believed to be of a particular sexual orientation, whether or not they actually are.
- Those who are treated less favourably because they are associated with gay or bisexual people are also protected.
- Subjecting someone to harassment because of their sexual orientation is illegal.
- Victimising someone because they have made or intend to make a complaint of discrimination on the grounds of sexual orientation is also illegal.

Did you know?

- Nearly half of the UK's estimated three million homosexuals do not reveal their sexuality to all those they work with (Personnel Today)
- One in ten gay men and one in eight lesbians were harassed at work during 2006 because of their sexuality (Personnel Today)
- The current annual spend of gay people in the UK is estimated to be £70 billion (Stonewall)
- Lesbian, gay and bisexual people comprise around six percent of the UK population, according to government estimates. That's roughly 3.6 million people, or 1.7 million in the UK workforce (Stonewall)
- Until 1967, male homosexuality was illegal in England and Wales (until 1980 in Scotland and 1982 in Northern Ireland)
- Until 1992, homosexuality for both women and men was still considered a mental disorder by the World Health Organisation.



Further information and Contact:

For general information on sexual equality and to report an incident:

NHS Stoke on Trent website

www.stokepct.nhs.uk

Equality and Human Rights Team

Tel: 01782 298002 respect@stokepct.nhs.uk

Complaints and Compliments Department

Tel: 01782 298000/298002

Human Resources Department

Tel: 01782 298000/298002

Patient Advisory Liaison Service:

Tel: 0800 783 2865

North Staffs Race Equality Council (NSREC): look at all aspects of discrimination. Tel: 01782 407930

Gaystoke info@gaystoke.org.uk

LGB Network info@gaystoke.org.uk

The Sanctuary info@gender-matters.org.uk

Equality and Human Rights Commission championing equality and human rights for all: **www.equalityhumanrights.com**

Stonewall – an organisation promoting equality for lesbian, gay and bisexual men and women: **www.stonewall.org.uk**

ACAS – Advisory, Conciliation and Arbitration Service provides 'Guidance on Sexual Orientation and the Workplace':
www.acas.org.uk

For information on transgender issues please also see the leaflet on Gender Equality.

If you require this document in a different format or language please contact the Equality & Human Rights Team: respect@stokepct.nhs.uk